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General Assembly

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Seventy-third session
Fifth Committee
Agenda item 117 (d)
Appointments to fill vacancies in subsidiary organs and other appointments

Appointment of members of the International Civil Service Commission

Note by the Secretary-General

1. As indicated in document A/73/104 of 19 March 2018, the General Assembly will be required, at its current session, to appoint five persons to fill the vacancies that will arise in the membership of the International Civil Service Commission, for a four-year term of office beginning on 1 January 2019.

2. The members of the Commission whose terms of office expire on 31 December 2018 are:

Kingston Papie Rhodes (Sierra Leone) (Chair)
Marie-Françoise Bechtel (France)
Emmanuel Oti Boateng (Ghana)
Carleen Gardner (Jamaica)
Eugeniusz Wyzner (Poland)

Thus, the members to be appointed should come from the following regions:

Two members from the African States

One member from the Eastern European States

One member from the Latin American and Caribbean States

One member from the Western European and other States

3. Candidatures have been received from the following Member States:

(a) From the African States (two vacancies):

Andrew Gbebay Bangali (Sierra Leone)
Ali Kurer (Libya)

(b) From the Eastern European States (one vacancy):

Bogusław Winid (Poland)

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(c) From the Latin American and Caribbean States (one vacancy):

Patrícia Barbosa Lima Côrtes (Brazil)
Carleen Gardner (Jamaica)

(d) From the Western European and other States (one vacancy):

Marie-Françoise Bechtel (France)

4. The appointment of the members of the Commission is governed by the provisions of articles 3 to 5 of its statute. Pursuant to those provisions, and in accordance with paragraphs 3 and 4 of section II of General Assembly resolution 43/226, the Secretary-General has undertaken consultations with Member States, through the Chairs of the various regional groups, with the executive heads of the other organizations, with staff representatives through the Federation of International Civil Servants' Associations and the Coordinating Committee for International Staff Unions and Associations of the United Nations System and with the Advisory Committee on Administrative and Budgetary Questions.

5. Following consultations among Member States, Mr. Bangali and Mr. Kurer were endorsed by the African States, Mr. Winid by the Eastern European States and Ms. Bechtel by the Western European and other States.

6. Thus, the Secretary-General hereby submits to the Fifth Committee for its consideration the list of candidates nominated for membership in the International Civil Service Commission for a four-year term of office beginning on 1 January 2019:

(a) From the African States (two vacancies):

Andrew Gbebay Bangali (Sierra Leone)
Ali Kurer (Libya)

(b) From the Eastern European States (one vacancy):

Bogusław Winid (Poland)

(c) From the Latin American and Caribbean States (one vacancy):

Patrícia Barbosa Lima Côrtes (Brazil)
Carleen Gardner (Jamaica)

(d) From the Western European and other States (one vacancy):

Marie-Françoise Bechtel (France)

7. The candidates' curricula vitae are set out in the annex to the present document.

Annex

Curricula vitae*

Andrew Gbebay Bangali (Sierra Leone)

Date of birth: 11 April 1952

Place of birth: Bo Town, Bo District

Education:

October 1972–June 1975	**Fourah Bay College (University of Sierra Leone), Freetown, West Africa** B.A. General (French, English & Philosophy)
March 1978–September 1979	**Institut International D'administration Publique, Paris, France, diplôme** (Equivalent of a Masters Degree) Gestion du Personnel et des Finances (Personnel and Financial Management).

Work experience:

6 October 2016–26 June 2018	**Chairman, National Civil Registration Authority**
6 May 2014–16 October 2015	**Director-General and Ambassador-At-Large, Ministry of Foreign Affairs and International Cooperation**
1 April 2008–5 May 2014	**Ambassador to the Federal Democratic Republic of Ethiopia and Permanent Representative to the African Union and the United Nations Economic Commission for Africa**
13 September 2006–31 March 2008	**Ministry of Foreign Affairs and International Cooperation** **Deputy Director General**
1 December 2005–12 September 2006	**Senior Permanent Secretary and Director, Administration, Finance and Consular Division**
1 August 2004–30 November 2005	**Permanent Secretary and Director, the Americas, Caribbean and South Pacific Division**
1 January 2002–July 2004	**Permanent Secretary and Director, Administration, Finance and Consular Division**
1 January 2001–31 December 2001	**Permanent Secretary and Director, Economic and Technical Cooperation Division**
1 October 1999–31 December 2000	**Ministry of Transport and Communications** **Permanent Secretary**
March 1999–September 1999	**Ministry of Trade, Industry and Transport** **Permanent Secretary**

* Curricula vitae are issued without formal editing.

December 1996–May 1997 & April 1998–February 1999	**Ministry of Foreign Affairs Director, Economic and Technical Cooperation Division**
March 1996	**United Nations Development Programme Consultant to the Special Unit for Technical Cooperation Among Developing Countries, United Nations Development Programme (UNDP), New York, USA**
February 1993–31 January 1995	**Permanent Mission of Sierra Leone to the United Nations, New York, USA Minister-Counsellor and Head of Chancery**
December 1991–31 January 1993	**Permanent Mission of Sierra Leone to the United Nations, New York, USA Minister-Counsellor/ Chargé d'affaires A.I.**
September 1985–December 1991	**Permanent Mission of Sierra Leone to the United Nations, New York, USA First Secretary, then Counsellor**
January 1991–31 January 1995	**United Nations, New York, USA Vice-Chairman, United Nations Special Committee on Decolonization (Committee of 24)**
April 1984–September 1985	**Ministry of Foreign Affairs, Freetown, Sierra Leone Senior Assistant Secretary, Political Division**
February 1982–December 1983	**Foreign Service, Accra, Ghana Second Secretary and Consular Officer, Sierra Leone High Commission**
December 1980–June 1981	**Ministry of Foreign Affairs, Freetown, Sierra Leone Protocol Officer, Protocol Division**
December 1976–March 1978	**Establishment Secretary's Office, Sierra Leone Civil Service Assistant Secretary**

Languages:
English — Fluent
French — Fluent
Spanish — Working knowledge

Conferences and meetings attended:

UNITED NATIONS, NEW YORK, USA
Member, Sierra Leone's delegation to the 39th–49th Sessions of the United Nations General Assembly September 1985–January 1995.

CHINA & ALGERIA, FEBRUARY–MARCH 1985
Member, Sierra Leone's Delegation to the People's Republic of China and the Republic of Algeria.

LOME, TOGO, AUGUST 1985
Member, Sierra Leone's Delegation to the Ministerial Council and Heads of State Summit Meeting of the Economic Community of West African States (ECOWAS).

GUYANA, MARCH 1987
Member, Sierra Leone's Delegation to the Non-Aligned Movement's Summit.

GENEVA, SWITZERLAND, JULY 1988 AND JULY 1989
Head of Delegation to the Second Regular Sessions of the United Nations Economic and Social Council (ECOSOC) Meetings.

UNITED NATIONS, NEW YORK, USA, JANUARY 1991–DECEMBER 1993
Member of the Reference Group on UNICEF which examined the various functions performed at all headquarters and field locations with a view to establishing guidelines to determine what should be a core function and as such, supported by the regular administrative and programme support budget, versus what should be considered as a project function and, as such supported by global funds or other extra-budgetary sources.

UNITED NATIONS, NEW YORK, USA, APRIL 1991
Rapporteur, 17th Session of the Commission on Transnational Corporations.

RIO DE JANEIRO, BRAZIL, JUNE 1992
Head of Sierra Leone's Delegation to the United Nations Conference on Environment and Development.

HARARE, ZIMBABWE, APRIL 1993
Participated in a Seminar on the denuclearization of Africa.

PORT MORESBY, PAPUA NEW GUINEA, JUNE 1993
Participated in the Committee of 24's Regional Seminar of the South Pacific on Decolonization as Vice Chairman.

SOUTH AFRICA, APRIL 1994
Electoral Observer, South African Elections.

PHILIPPINES & VIETNAM, MAY 1994
Member of the UNDP/UNFPA Visiting Missions to the Philippines and Vietnam.

TOKELAU & NEW ZEALAND, JULY–AUGUST 1994
Member of the United Nations Decolonization Committee's visiting Mission to Tokelau and New Zealand.

WINDHOEK, NAMIBIA, MARCH 1996
Presented a paper on "The responsiveness of the Public Service at a workshop on "Public Administration and Development: From Structural adjustment to improved Efficiency in Government — Regional Perspectives in Africa".

GLEN COVE, NEW YORK, AUGUST 1996
Participated in the Third Experts' Group Meeting on Financial issues of Agenda 21 of the United Nations Conference on the Environment and Development organized by the Sustainable Energy and Environment Division (SEED) of the United Nations Development Programme at the Harrison Conference Centre, Glen Cove, New York.

LIBREVILLE, GABON, 15–19 OCTOBER 1999
Meeting of Experts and Ministers of Transport and Aviation on Air Safety in the West African Sub-region.

CAIRO, EGYPT, 6–8 JUNE 2000
Africa One Project Implementation Meeting on Telecommunications.

WASHINGTON DC, USA, 19–30 SEPTEMBER 2000
AFCOM Meeting on Telecommunications.

MANAGUA, NICARAGUA, 18–21 SEPTEMBER 2001
THIRD Meeting of States Parties to the Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti- Personnel Mines and their Destruction (Ottawa Convention).

ABUJA, NIGERIA, 10–11 OCTOBER 2001
Conference of the International Committee of the Red Cross and ECOWAS on Weapons and International Humanitarian Law- The United Nations Convention on Certain Conventional Weapons and the Ottawa Treaty.

LOME, TOGO, 22–24 OCTOBER 2001
Meeting of Experts on the Adoption of the Protocol on Democracy and Good Governance Supplementary to the Protocol relating to the Mechanism on Conflict Prevention, Management, Resolution, Peacekeeping and Security.

ADDIS ABABA, ETHIOPIA, 3–4 MARCH 2003
Tokyo International Conference on African Development (TICAD) III Senior Official Level Preparatory Meeting.

YAOUNDE, CAMEROON, 23–24 JUNE 2003
Tokyo International Conference on African Development (TICAD) III Regional Meeting for West and Central Africa.

BEIJING, CHINA, 8–20 SEPTEMBER 2003
Study tour to China with the 8th Delegation of Senior African Diplomats organized by the Chinese People's Institute of Foreign Affairs.

TOKYO, JAPAN, 29 SEPTEMBER–1 OCTOBER 2003
The Third Tokyo International Conference on African Development (TICAD) III.

OSLO, NORWAY, 22 JUNE–1 JULY 2004
2004 UNITAR-IPA Fellowship Programme in Peacemaking and Preventive Diplomacy.

NEW DELHI, INDIA, 1–11 NOVEMBER 2005
Participated in the Conclave of Ministers of Foreign Affairs, Trade & Industry and Commerce jointly organized by the Ministries of External Affairs and Commerce of India for Sub-Saharan African Countries.

LAGOS, NIGERIA, 3–7 APRIL 2006
WAIFEM/UNITAR Regional Workshop on Mechanics of Loan Agreements.

BANJUL, THE GAMBIA 27 JUNE–4 JULY 2006
African Union Summit of Heads of State and Government.

ABUJA, NIGERIA, 24–26 JULY 2006
Joint ECOWAS/ United Nations Office on Drugs and Crime Seminar.

UNITED NATIONS, NEW YORK, USA, 12 OCTOBER–12 NOVEMBER 2006
Member, Sierra Leone's Delegation to the 61st Session of the United Nations General Assembly.

MADRID, SPAIN, 18–24 JUNE 2007
Follow-up Meeting on the Rabat Conference on Migration and Development.

ISTANBUL, TURKEY, 9–10 JULY 2007
Ministerial Conference of Least Developed Countries "Making Globalisation Work for Least Developed Countries".

BEIJING, CHINA, 15–26 AUGUST 2007
Seminar for the Delegation of Senior Diplomats from English Speaking African Countries.

KAMPALA, UGANDA, 19–26 NOVEMBER 2007
Foreign Ministers and Commonwealth Heads of Government Meetings.

OUAGADOUGOU, BURKINA FASO, 14–19 JANUARY 2008
Meeting of Mediation and Security Council (MSC) of Foreign Ministers and the Summit of Heads of State of ECOWAS Member Countries.

SHARM EL-SHEIKH, EGYPT, 24 JUNE–2 JULY 2008
African Union Summit of Heads of State and Government.

ISTANBUL, TURKEY, 18–21 AUGUST 2008
Turkey –Africa Cooperation Summit

NEW YORK, USA, 22 September–1 October 2008
Delegate to the 63rd Session of the United Nations General Assembly

ADDIS ABABA, ETHIOPIA, 26 JANUARY–3 FEBRUARY 2009
African Union Summit of Heads of State and Government

PRETORIA, SOUTH AFRICA, 14 APRIL–24 APRIL 2009
Member, African Union Electoral Observer Team, South African Elections

ALGIERS, ALGERIA, 8–14 JUNE 2009
Leader, African Union Sub-Committee on Refugees, Returnees and Internally Displaced Persons' Mission to Algeria

SIRTE, LIBYA, 24 JUNE–3 JULY 2009
African Union Summit of Heads of State and Government

TRIPOLI, LIBYA, 29–31 AUGUST 2009
Special Summit of the African Heads of State and Government on Conflict Situations in Africa

ISLA MARGARITA, VENEZUELA, 22–27 SEPTEMBER 2009
Second Africa-South America (ASA) Summit

KAMPALA, UGANDA, 19–24 OCTOBER 2009
Special Summit of African Heads of State and Government on Refugees, Returnees and Internally Displaced Persons.

KHARTOUM, SUDAN, 19–24 JANUARY 2010
African Union Commission's Second Pre-election Assessment and Humanitarian Mission to the Republic of the Sudan

ADDIS ABABA, ETHIOPIA, 25 JANUARY–3 FEBRUARY 2010
African Union Summit of Heads of State and Government

KHARTOUM, SUDAN, 4 APRIL–16 APRIL 2010
Member, African Union Electoral Observer Team, Sudan Elections

DURBAN, SOUTH AFRICA, 29–30 April 2010
Participant at the Africa-Dialogue Forum: a review of the UN Peace Building Commission's activities

KAMPALA, UGANDA, 19–27 July 2010
African Union Summit of Heads of State and Government

NEW YORK, USA, 23 SEPTEMBER–5 OCTOBER 2010
Delegate to the 65th Session of the United Nations General Assembly

ADDIS ABABA, ETHIOPIA, 25–31 JANUARY 2011
African Union Summit of Heads of State and Government

MAPUTO, MOZAMBIQUE, 10–14 APRIL 2011
Retreat of the AU Permanent Representatives' Committee (PRC) and the AU Department of Agriculture and Rural Economy

MALABO, EQUATORIAL GUINEA, 28 JUNE–1 JULY 2011
African Union Summit of Heads of State and Government

ADDIS ABABA, ETHIOPIA, 8–9 SEPTEMBER 2011
African Regional Meeting on Peace Building and State Building

NEW YORK, USA, 22 SEPTEMBER–5 OCTOBER 2011
Delegate to the 66th Session of the United |Nations General Assembly

FREETOWN, SIERRA LEONE, 11–15 OCTOBER 2011
Chairman, Sensitization Workshop on the Implementation of the African Charter on Democracy, Elections and Governance

MALABO, EQUATORIAL GUINEA, 22–25 NOVEMBER 2011
Head of Delegation to the 3rd Africa-South America Senior Officials and Ministerial Meetings

ADDIS ABABA, ETHIOPIA, 24–30 JANUARY 2012
African Union Summit of Heads of State and Government

DAKAR, SENEGAL, 20–29 FEBRUARY 2012 and 19–29 MARCH 2012
Member of the African Union Election Observer Teams to the First and Second Rounds of the Senegalese Presidential and Parliamentary Elections

ADDIS ABABA, ETHIOPIA, 22–30 JUNE 2012
African Union Summit of Heads of State and Government

PRETORIA, SOUTH AFRICA, 19–20 JULY 2012
An African Regional Consultation on "Strengthening Partnerships for Civilian Capacities in the Aftermath of Conflict"

NEW YORK, USA, 24 SEPTEMBER–4 OCTOBER 2012
Delegate to the 67th Session of the United Nations General Assembly

KAMPALA, UGANDA, 8–12 OCTOBER 2012
Head of Sierra Leone's Delegation to the 50th Independence Anniversary (Golden Jubilee) Celebrations of Uganda

ACCRA, GHANA, 4–12 DECEMBER 2012
Deputy Leader, African Union Election Observer Team to Ghana

ADDIS ABABA, ETHIOPIA, 26–31 JANUARY 2013
African Union Summit of Heads of State and Government

FREETOWN, SIERRA LEONE, 19–25 MARCH 2013
Meeting of Foreign Ministers and Permanent Representatives of the United Nations and the African Union Commission of the African Union Committee of Ten Member States (C-10) on the United Nations Security Council Reforms

ADDIS ABABA, ETHIOPIA, 22–30 MAY 2013
Deputy Head of Sierra Leone's Delegation to the Fiftieth Anniversary (Golden Jubilee) Celebrations of the OAU/AU

ABUJA, NIGERIA, 12–16 JULY and 17–18 JULY 2013
Member of Sierra Leone's Delegation to the Abuja +12 Special Summit of African Heads of State on HIV/AIDS, TUBERCULOSIS AND MALARIA; and the Summit of Heads of State and Government of the Economic Community of West African States (ECOWAS)

NEW YORK, USA, 22 SEPTEMBER–7 OCTOBER 2013
Delegate to the 68th Session of the United Nations General Assembly

ANTANANARIVO, MADASGASCAR, 20 OCTOBER–29 OCTOBER 2013
Member, African Union Election Observer Team to Madagascar (1st Round)

ANTANANARIVO, MADAGASCAR, 15 December–21 DECEMBER 2013
Member, African Union Election Observer Team to Madagascar (2ND Round)

ADDIS ABABA, ETHIOPIA, 26–31 JANUARY 2014
African Union Summit of Heads of State and Government

YAOUNDE, CAMEROON, 2 MAY–7 MAY 2014
Head of Sierra Leone's Delegation to the Ministerial and Senior Officials' meeting of the African Union Member States on the preparations for the 6TH TICAD Summit

BRAZZAVILLE, REPUBLIC OF CONGO, 15 MAY–20 MAY 2014
Meeting of the Committee of Ten Heads of State (C-10) on the Reform of the United Nations Security Council

PRAIA, CAPE VERDE, 8 JUNE–11 JUNE 2014
Represented the Foreign Minister at the Ministerial Meeting of 7 ECOWAS Member States on the expansion of their Continental Shelf

MALABO, EQUATORIAL GUINEA, 22 JUNE–28 JUNE 2014
African Union Summit of Heads of State and Government

NEW YORK, USA, 24 SEPTEMBER–10 OCTOBER 2014
Delegate to the 69th Session of the United Nations General Assembly

ACCRA, GHANA, 9 NOVEMBER–12 NOVEMBER 2014
Member of the Ministerial Delegation to a Workshop organized by the Bretton Woods Institutions for Finance and Foreign Affairs Ministers and the Heads of their respective Ministries on Financial Management

ADDIS ABABA, ETHIOPIA, 24 JANUARY–2 FEBRUARY 2015
African Union Summit of Heads of State and Government

JAKARTA — BANDUNG, INDONESIA, 19–24 APRIL 2015
Asian African Conference Commemoration Indonesia 2015 Advancing South-South Cooperation

LUSAKA, ZAMBIA, 6 -10 MAY 2015
Meeting of the Committee of Ten Heads of State (C-10) on the Reform of the United Nations Security Council

NEW YORK, USA, 22 SEPTEMBER–9 OCTOBER 2015
Delegate to the 70th Session of the United Nations General Assembly

Ali Kurer (Libya)

Personal information:

Place and date of birth 31 October 1968, Sabratah, Libya

Languages: Arabic (mother tongue) and English, fluent

Education:

Master's degree in international relations, Academy of Higher Studies, Tripoli, Libya, 2003–2006.

Bachelor's degree in political science, Tripoli University, Tripoli, Libya, 1991–1996

Work experience:

January 2015–December 2017: Member of the Advisory Committee on Administrative and Budgetary Questions, (ACABQ).

The Advisory Committee on Administrative and Budgetary Questions (ACABQ) is a subsidiary organ of the General Assembly principal body mandated and consists of 16 members appointed by the General Assembly in their individual capacity. ABACQ is mandated to examine and report on the budget submitted by the Secretary-General to the General Assembly as well as to provide advice to the General Assembly on any administrative and budgetary matters referred to it.

2009–2015: First Secretary, Permanent Mission of Libya to the United Nations. Covering a wide range of issues including:

- **(2010–2015) Election officer.** I served as an election officer at the Permanent Mission where I interviewed candidates for elections to the bodies of the United Nations and other Specialized Agencies.
- **(2012–2014) the Fifth Committee**. The primary body responsible for the administrative and budgetary questions of the United Nations. In particular, serving as the coordinator of the Group of 77 and China on the agenda items relating to human resources and special political missions, during the 67th and 68th Sessions, as well as facilitating the negotiations on the agenda item the scale of assessments for the apportionment of the expenses of the United Nations at the 68th session of the General Assembly.
- **(2010–2012) the Second Committee.** My duties focused on following the issue of climate change and its effects in addition to dealing with various agenda items of the Committee, especially the preparatory process for the Rio + 20 and development issues.
- **(2010–2013) Member of the Committee on Conferences.** The Committee on Conferences is mandated to advises the General Assembly on all matters pertaining to the organisation of UN conferences. Including: Advise the General Assembly on the calendar of conferences and dealing with departures from the approved calendar of conferences that have administrative and financial implications. To recommend to the General Assembly means to provide the optimum apportionment of conference resources, facilities and services, including documentation.
- **(2013–2014) Member of the Committee on Contribution.** The Committee on Contributions is mandated to advises the General Assembly on the apportionment, of the expenses of the Organization among Members broadly according to capacity to pay. Also advises the General Assembly on the

assessments to be fixed for new Members, and on appeals by Members for a change of assessments. The COC also provides advice on the action to be taken with regard to the application of Article 19 of the Charter.

2001–2009: Ministry of Foreign Affairs

- **(2007–2009)** Assistant to the Director of the Economic and Social Section, Department of International Organizations, Ministry of Foreign Affairs. I was charged with human rights and humanitarian questions and designated as the focal point of the Foreign Ministry in coordinating and preparing national reports especially with respect to human rights treaty bodies.
- **(2004–2007)** Assistant to the Director of the African Union Mission Section, African Department, Ministry of Foreign Affairs. I was a member of an interagency committee charged with the follow up of human rights questions within the African Union notably those emanating from ministerial and summit outcome meetings.
- **(2003–2004)** Assistant to the Director of the Eastern Section, African Department, Ministry of Foreign Affairs.
- **(2002–2003)** Assistant to the Director of the Arab Maghreb office, Libyan Ministry of Foreign Affairs. I was responsible for the Maghreb Al Arabi (North Africa) affairs which included a wide variety of political, economic and social issues.
- **(2001–2002)** Institute of Diplomatic Studies, Libyan Ministry of Foreign Affairs.

Bogusław Winid (Poland)

Bogusław Winid began his professional career in the Ministry of Foreign Affairs of the Republic of Poland in 1991. Between 1992 and 1997, he served as First Secretary and later as Counsellor at the Embassy of Poland in Washington, DC. In 1997, he returned to Warsaw as Deputy Director of the Department of North and South America in the Ministry of Foreign Affairs and was later promoted to Director.

In 2001, he was appointed as the Deputy Chief of Mission at the Embassy of Poland in Washington, DC. After returning from Washington in 2006, he became the Undersecretary of State for Defense Policy at the Ministry of National Defense of Poland.

From 2007 to 2011, he served as the Permanent Representative of Poland to NATO in Brussels. Between November 2011 and September 2014, he served as the Undersecretary of State for Security Policy in the Ministry of Foreign Affairs of Poland.

In September 2014, Bogusław Winid was appointed as the Permanent Representative of Poland to the United Nations in the rank of Ambassador Extraordinary and Plenipotentiary.

During his tenure he was committed to promoting sustainable development and the *Agenda 2030*. Boguslaw Winid was elected as the Vice-President of the high-level *United Nations Conference to Support the Implementation of Sustainable Development Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development* (5–9 June 2017). He has co-chaired the *"10x20 Initiative,"* which was launched to mobilize UN member-states to achieve Target 5 of the SDG 14 and is an active member of the *Group of Friends of Oceans and Seas*.

Since 2015 he was repeatedly involved in organizing the observation of the *World Down Syndrome Day*. In the same year, as Poland was holding the position of the bureau's vice-president for the 8th session of the Conference of States Parties to the *Convention on the Rights of Persons with Disabilities*, Bogusław Winid organized and ran the conference's subtheme panel on the improvement of disability data and statistics: objectives and challenges.

Furthermore, he is also a member of the *Committee for the UN Population Award*.

As Poland's Permanent Representative he was a member of the *UNDEF Advisory Board*, promoting good governance, transparency and democratic principles worldwide.

In 2014, 2015, and 2016 Boguslaw Winid was a facilitator of the annual UN General Assembly First Committee *"Resolution on the implementation of the Convection on the Prohibition of Chemical Weapons"*. In 2015 he was a facilitator on behalf of the European Union of the biennial UN General Assembly Fourth Committee *"Resolution on the Assistance in Mine Action"*.

Bogusław Winid graduated from the Institute of History at the University of Warsaw (Warsaw, Poland). Between 1988 and 1989, he also studied at Indiana University Bloomington (Bloomington, USA), and then completed further studies at the Hoover Institution at Stanford University (Stanford, USA) in 1991.

In 1991, he was awarded his Ph.D. from the University of Warsaw. His doctoral thesis was published and received an award from the Institute of Political Studies of the Polish Academy of Sciences.

Bogusław Winid has written three books and several articles published in Poland, the United States and Great Britain. He speaks English and Russian.

Bogusław Winid was born in Warsaw on November 3 1960.

Patrícia Barbosa Lima Côrtes (Brazil)

Fifth Committee delegate with knowledge and expertise in human resources management based on 20 years of career experience in the Brazilian Foreign Service and 3 years in the United Nations System.

Vision

New perspective to the Group of Latin America and the Caribbean seat in the ICSC.

Make the ICSC more transparent, predictable and easy to understand.

Gender parity, true mobility, post adjustment.

Expertise

Human resources management expert.

Representative of the Ministry of Foreign Affairs in Brazilian Government budget boards.

Administrative and budgetary knowledge.

Professional Experience

2015–present	Fifth Committee delegate responsible for Human Resources Management
2013–2015	Office of the Deputy Minister of Foreign Affairs, responsible for Human Resources Management
2012–2013	Office of the Minister of Foreign Affairs, in charge of Human Resources Management and migration issues
2008–2012	First Secretary at the Embassy of Brazil in Tokyo, Japan
2005–2008	Second Secretary at the Embassy of Brazil in La Paz, Bolivia
2002–2005	Third Secretary at the Protocol Division, Ministry of External Relations

Academic Background

2018 UNITAR-IPI Fellowship Programme in Peacemaking and Preventive Diplomacy, in Holmenkollen, Norway.

Masters in Diplomacy, Rio Branco Institute, Ministry of External Relations, Thesis "Political Relations between Brazil and Argentina during 1939-1945", Brasilia, 2002.

Bachelor of Arts in Diplomacy, Rio Branco Institute, Ministry of External Relations, Brasilia, 2000.

MBA in Public Finance, Getúlio Vargas Foundation, Brasilia, 1998.

Georgetown University, Legislation and Administrative Law, continuing legal education, 1992.

Law School, University of Brasilia, Brazil, 1988.

Languages

Fluent in Portuguese, English, French and Spanish

Limited fluency in Japanese and Italian

Carleen Gardner (Jamaica)

Human Resources Management professional with extensive experience in guiding regional and international organisations in the improvement of their job evaluation, compensation, salary survey, organizational design and development, performance management and staff development processes and outcomes. Strong academic and technical background in consultancy and management which has served the UN Common System for several years.

Core competencies

- Negotiation
- Assessment Centre Design
- Compensation Management
- Performance Evaluation
- Project Management
- Strategic Planning
- Results-based Monitoring and Evaluation
- Fluent: English, French, Italian • Working knowledge: Spanish

Professional experience

2011–2018	**MEMBER**
	International Civil Service Commission
	Participated in the Comprehensive Review of the remuneration structure of the UN Compensation System; Panel Review of GS Salary Surveys; Revision of HR Framework and all on-going work of the Commission.
Apr 2007–Present	**INDEPENDENT CONSULTANT**
	Organizational Development and Human Resources Management
	Carried out assignments on behalf of regional and international organizations including UNDESA, FAO and The University of the West Indies.
Jul 2004–May 2006	**DEPUTY EXECUTIVE DIRECTOR**
New York | USA	**United Nations Office for Project Services (UNOPS)**
	Managed global operations in Asia, Africa, Latin America, Central Europe and North America and represented UNOPS at CEB/HLCM and before the Fifth Committee.
Feb 2000–Jul 2004	**ASSISTANT DIRECTOR GENERAL, General Affairs &**
Rome | Italy	**Information Department**
	Food and Agriculture Organization (FAO) of the United Nations
	Secretary-General to FAO Governing Bodies; also directed departmental staff of 300 to successfully enhance visibility of FAO worldwide.

Jun 1998–Jan 2000 **DIRECTOR OF PERSONNEL**

Rome | Italy **Food and Agriculture Organization (FAO) of the United Nations**

Led activities to improve HRM policies and practices, including equitable geographic distribution, recruitment and gender balance; represented FAO at ICSC, UN Staff College and SG's Task Force on reform of HRM in UN Common System.

Jul 1995–May 1998 **DEPUTY DIRECTOR OF PERSONNEL**

New York | USA **United Nations Development Programme (UNDP)**

Assisted Director in day-to-day operations, including staffing country offices, selection of Resident Coordinators, mobilizing personnel for emergency and post-conflict situations. Performed trouble shooting assignments at UNDP country offices in Africa, Europe and Caribbean/Latin America. Led HR Change Management initiatives including competency-based assessment, revision of career management and National Professional Officer Policies.

Jan 1994–May 1995 **SENIOR FELLOW**

Mona Institute of Business (now Mona School of Business and Management) The University of the West Indies, Jamaica

Taught Human Resources Management at Graduate level; established and managed Consultants' Network to provide professional advice to public and private sector in Jamaica.

Jul 1981–Dec 1993 **INDEPENDENT CONSULTANT**

Organizational Development and Human Resources Management

Conducted professional services assignments in job design and job evaluation, compensation studies and salary surveys, organizational assessment and design for KPMG Peat Marwick, Hillcrest House Management Consultants, the Government of Jamaica Cabinet Office, Canadian International Development Agency (CIDA), the World Bank, FAO and the United States Agency for International Development (USAID)

Education

1987 **MASTER'S DEGREE, ORGANIZATIONAL MANAGEMENT**

George Washington University • Washington, D.C. (USAID Scholarship Recipient)

1972 **MASTER'S DEGREE, EDUCATION**

Howard University • Washington, D.C.

1970 **BACHELOR'S DEGREE, FRENCH AND SOCIOLOGY**

Howard University • Washington, D. C.

Training

2006 SENIOR MISSION LEADER COURSE

Folke Bernadotte Academy and UN Department of Peacekeeping • Stockholm

2006 INTERNATIONAL PROGRAMME IN DEVELOPMENT EVALUATION TRAINING

World Bank and Carleton University • Ottawa

1997 NEGOTIATING CHANGE

Harvard Business School • Boston

1982 CERTIFICATE IN INSTITUTIONAL MANAGEMENT CONSULTING

University of Delft • The Netherlands

Marie-Françoise Bechtel (France)

[Original: English and French]

- Magistrate (French Council of State, public law)
- Former Director of the National School of Public Administration (ENA)
- And former Member of Parliament

Principal professional functions and activities

- **2012–2017: Deputy in the French National Assembly, Vice-Chair of the Legislation Committee**
- **2003–2012: Member of the Conseil d'Etat** (which is legal adviser to the Government and France's supreme administrative court)

  Member of the Council of State's Interior Section

  – legal adviser to the government on administration

  – statuses of civil servants and public employees, local government authorities

  – justice, home affairs and immigration

  – culture and communication, education and universities

  Member of the Council of State's Litigation Section

  – court of last resort judge for litigation related to local government authorities (structures, financing, personnel management), environmental issues, local and European elections

- **2000–2003: Director of ENA (National School of Public Administration)**

  – management of the public institution (finances, personnel, policy-making, definition of national projects and international cooperation projects)

  – organization of the recruitment and training of students, who will serve as administrators in all French civil service areas

  – conduct of missions for international cooperation in the training of administrators, notably in Western and Eastern Europe, Lebanon, Syria and China

- **1999–2000: Legal Adviser to the Minister of the Interior**
- **1993–1999: "Maître des Requêtes" and later "Conseiller d'Etat" at the French Council of State**

  – assessor at the Council of State's Litigation Section (litigation on urban planning, all issues relating to overseas territories, and the State civil service)

- **1992–1993: Adviser to the Minister of Justice**

  – on constitutional issues and statuses of personnel under public law (prison officers, specialist educators, non-magistrate staff in tribunals and courts)

- **1986–1992: "Maître des Requêtes" at the French Council of State**

  legal adviser to the government (issues referred to the Interior Section) and litigation judge (in the taxation field)

- **1984–1986: Adviser to the Minister for Education and Higher Education**

  on all issues relating to private teaching establishments (financing, teacher status, control).

- **1980–1986: "Auditeur" and later "Maître des Requêtes" at the French Council of State**

Other public activities

- **2010 to date: Member of the UN International Civil Service Commission (ICSC)**

  – participation in annual sessions

  – participation in working groups:

    ◦ 2010 — Lisbon: pensions/margin adjustment

    ◦ 2012 — Moscow: pension reforms (benchmarking)

    ◦ 2014 — Geneva: performance remuneration systems

    ◦ 2018 — Madrid· pensions

- **March 2012: Participated in the mission to UNAMA in Kabul** (human resources management, issue of rest and recuperation (R&R) travel, allowances and benefits)

- **2002–2009: Member of the United Nations Committee of Experts in Public Administration (CEPA)**

  – spoke at CEPA annual meetings on issues of governance, including a presentation in 2009 on "The Management of Human Resources: Global Challenges and Recommendations (Gestion des ressources humaines: enjeux globaux et recommandations) in the form of a comparative study;

  – participated in the 5th Global Forum on Re-inventing Government held in Mexico City in November 2003.

- **2004–2012: Chamber President at the National Court of Asylum (CNDA) of France**

- **1990–2003:**

  – Member of the Tribunal des conflits (Court of Arbitration) from 1997 to 1999;

  – Member and general rapporteur of the Advisory Committee for the revision of the French Constitution (Comité consultatif pour la révision de la Constitution) from 1992 to 1993;

- **1983–1990: Senior Lecturer at the Paris Institute of Political Studies** (IEP — Science Po Paris)

- **From 2006: Vice-chair of Fondation Res publica** (organization of symposyums and publications on broad review of society and geopolitics)

◦ **From 2017: Member of the board of Ifri** (Institut français des relations internationales, French institute for foreign affairs)